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. . . . . The 43rd meeting of the CIA Retirement Board  
convened at 2:05 p.m. on Tuesday, 13 September 1966, in Room 5E62 Hq., with  
the following present:

Mr. Emmett D. Echols, Chairman

25X1A9a

Mr. Alan M. Warfield, DDS Member

25X1A9a

MR. ECHOLS: Are there any corrections or additions to the  
Minutes of the last meeting, held 30 August?

MR. WARFIELD: I move the Minutes be approved.

. . . . . This motion was then passed . . . . .

MR. ECHOLS: Now, to go to our roster for the day. In the  
first group are four individuals who meet the basic criteria and have 15 years  
of Agency service, and will be vested upon designation. They appear to be  
very clear-cut. Any discussion?

25X1A9a [REDACTED] I move we offer them the election.

MR. WARFIELD: Second.

. . . . . This motion was then passed . . . . .

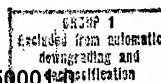
MR. ECHOLS: In Group B are three individuals who will  
complete 15 years within six months.

25X1A9a [REDACTED] I move we offer these gentlemen an election  
when the time is ripe.

25X1A9a [REDACTED] Second it.

. . . . . This motion was then passed . . . . .

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MR. ECHOLS: Now we come to a large group of cases - 128 cases.

These are obviously way down in the younger age groups now, and I've been through each and every one of these and they meet the minimum service requirements for five years, and obviously have plenty of time to complete the requirement. Any discussion desired by anybody?

25X1A9a [REDACTED] Mr. Chairman, I move that these individuals be designated as participants.

25X1A9a [REDACTED] Second.

. . . . This motion was then passed . . . .

MR. ECHOLS: Did everybody get a copy of the [REDACTED] case that 25X1A9a came in from Security? Have you all had a chance to study it? Any observations you would like to make on the case?

25X1A9a [REDACTED] What is the total period of service represented here?

25X1A9a [REDACTED] The last sentence contains that information -- eight years, three months, and nineteen days.

25X1A9a [REDACTED] I did a recapitulation on what I thought was qualifying, and I wacked it way back, but it still was enough to qualify him. If you are looking for general observations, I can start it off.

MR. ECHOLS: There is no doubt in my mind that this is a test case and it will set a precedent for the handling of similar cases in Security.

25X1A9a [REDACTED] Of course, with the degree of specifics we asked for, and to a large extent received, it certainly doesn't sound like a blanket --

MR. ECHOLS: From my conversations with Howard Osborn, and also with Bob Bannerman, I don't believe they think that more than between 10 and 18 individuals at the present time might qualify, using these same general standards for hazardous or stressful duties, or whatever you want to call it.

25X1A9a [REDACTED] My feeling is that where he is [REDACTED]

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every case, and discuss each case.

MR. ECHOLS: I think we have made it clear to Security that this would be on a case-by-case basis, and it's the total picture that we want, with details - the periods of time, and the types of duty, that are going to make or break a case -- and I think perhaps we would want to reiterate that to them.

MR. WARFIELD: Now we have also heard that the Director wants to approve every case of every participant that is recommended on the basis of domestic qualifying service.

MR. ECHOLS: I was going to ask you, Alan, where that requirement came from.

MR. WARFIELD: It came from Col. White -- I don't know whether he has discussed it or not -- but that is the word I got.

MR. ECHOLS: This wasn't at that meeting I was at, was it?

MR. WARFIELD: It wasn't.

MR. ECHOLS: Because I know when you communicated this requirement to me, I had never heard of it before, and I was going to ask you where it came from.

MR. WARFIELD: No - excuse me - there was one other step -- Bob Bannerman said Col. White had told him.

MR. ECHOLS: Well, I think I will verify this requirement -- because there might have been a misunderstanding. This was something I was going to mention to the Board today, that the Director apparently has said that he wants to personally review each and every case wherein domestic qualifying duty is involved as an essential part of the determination. I don't know what the nature of his interest is, but this has been indicated. I don't know whether he is skeptical or whether he is interested perhaps in broadening the interpretation.

MR. WARFIELD: The thing that disturbs me a little about this case is that we've got it on sort of a calendar, and it says in November of such and such a year he did this. Well, you don't know -- if in December he didn't do any of it but ██████ thought he might have to, then shouldn't that December

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Form 3100 -- we have received the new Form 3100 from the Director of Security in this case.

MR. ECHOLS: We have the requisite certification by Howard Osborn that he is serving in a career field which normally requires the performance of qualifying service.

Would you consider this statement that he has flown in excess of 500 thousand air miles on all types of aircraft, commercial and otherwise, as at least being indicative of the type of duties he was performing? Is it perhaps a substantiating bit of information?

25X1A9a [REDACTED] Oh, I don't think that is particularly relevant--

MR. WARFIELD: No, taken out of context -- but it certainly would be part of this picture that we think is favorable for consideration.

25X1A9a [REDACTED] Are you entertaining a motion on this case today?

MR. ECHOLS: We would like one, yes.

25X1A9a [REDACTED] If we have finished the discussion, I would so move - positively.

MR. WARFIELD: Second.

. . . . This motion was then passed . . . .

25X1A9a

MR. WARFIELD: How old is [REDACTED] and how much total service has he had?

MR. ECHOLS: He's 46 years old--

MR. WARFIELD: I think what I wanted to say was this. You know, the only reason Security wants to get these things in is because they think that by the time a man has been with the Agency for five or ten years he ought to be able to plan or know what his prospects are as to whether he's going to be in or out of the system. And we have maintained that you only bring these things up when some action is imminent, or there is a possibility of a man voluntarily

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retiring in the not too distant future. But I don't think we have ever really gotten down to dates and times, have we?

MR. ECHOLS: No.

MR. WARFIELD: I was wondering whether it would be acceptable to all to say when a man gets to be 45 he may then submit his case for the consideration of domestic qualifying service?

25X1A9a [REDACTED] You're making new law, aren't you?

MR. ECHOLS: Are you suggesting that they postpone presenting these cases until about age 45?

MR. WARFIELD: Yes.

25X1A9a [REDACTED] Putting it another way, it would be kind of difficult making a decision on this in say five years--

MR. WARFIELD: The thought was that some place along in his career -- take a man 35 years old, in the next 15 years he is very likely to have overseas qualifying service -- so we don't want to be bothered with considering those--

25X1A9a [REDACTED] I don't know, Alan, that's a tough one. I think at the outset we didn't know what we were facing, we still had [REDACTED] cases to consider, and I think all of us expected more of these cases and therefore we tended to hold off on them until it was necessary to cope with them. But we're now almost through the list, and, obviously, there are not a hell of a lot of them. What do we do with a man who is approaching 10 years of service, and he wants in the system, and he has three years - two years overseas and one year he thinks is good on the basis of domestic qualifying service -- is he entitled to be considered after the 10 on the basis of three? I don't know if we have the right to say we won't hear the case, if it is truly qualifying service. And I don't think there are that many now. And you run into this problem, too, that he might die, and he would have lesser coverage than he would have if brought into the system.

25X1A9a [REDACTED] Isn't it the individual's choice to determine

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taken herself out of that career field and had announced that she did not wish to serve the Agency overseas any more--

25X1A9a

[REDACTED] She became a red line case -- she was notified of non-eligibility.

MR. ECHOLS: Before we get a legal ruling, I'd like to refresh your memories by reading from our so-called "Policy Book" -- and this was the 18 January 1966 meeting.

In reviewing three nominations submitted by the Domestic Contact Service, the Chairman called attention to the following statement in the memorandum submitted by the Head of that Career Service: "Although not now serving on a career basis in a field which normally requires the performance of qualifying service as an integral part of a career in that field, we request that a determination be made by the CIA Retirement Board as to whether the individuals listed below meet the criteria specified for designation as participants in the CIA Retirement System." The Chairman noted that in each of the three cases submitted the individuals had completed more than 60 months of qualifying service but only one had completed 15 years or more of Agency service. Following a discussion of this matter, there was a consensus that:

(a) The Board would look favorably upon the designation of Agency employees on duty at the time of enactment of the Act, or at the time of initial review, who had completed 15 years or more of Agency service and 60 months or more of qualifying service regardless of whether or not they were then "serving on a career basis in a field which normally requires the performance of qualifying service as an integral part of a career in that field."

(b) As a practical interpretation of the Regulation, Agency employees who had already completed 60 months of qualifying service and who had been in a posture in which they were available for overseas service could be admitted to the System regardless of whether or not they were then "serving on a career basis in a field which normally requires the performance of qualifying service as an integral part of a career in that field."

(c) Heads of Career Services be instructed to proceed on the basis that any Agency employee who has completed 60 months of qualifying service and continues to respect the terms of his Service Agreement, regardless of what his immediate duties may be, may automatically be classified as "serving on a career basis in a field which normally requires the performance of qualifying service as an integral part of a career in that field."

The Chairman stated that he would obtain a formal ruling from the Office of General Counsel that they saw no impediment [REDACTED] in the existing regulations or statutes to the above interpretation, and, if affirmative, he would proceed in drafting a proper notification to Heads of Career Services.

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25X1A9a gotten it. Now this case we just discussed [REDACTED] will be one of these cases -- this woman wishes to retire in March, 1967 -- so I would have to put this up to the Director and get his decision before we processed her case.

25X1A9a [REDACTED] You don't mean you have been refused--

MR. ECHOLS: I have to go on a case-by-case basis--

25X1A9a [REDACTED] You have requested this extension but you haven't yet heard--

MR. WARFIELD: Yes, he has heard adversely.

MR. ECHOLS: Yes.

MR. WARFIELD: Did you ask for a year?

MR. ECHOLS: No, I asked for six months.

MR. WARFIELD: Let's reclaimer that one time. Because that just means a lot of paperwork. They're not going to have any grounds up there to reverse the recommendation of the Director of Personnel or this Board--

MR. ECHOLS: It wouldn't make any sense--

MR. WARFIELD: I think this is all part of the pressure for winding this up--

MR. ECHOLS: For winding up and getting the first go-around over with.

MR. WARFIELD: And they ARE anxious to do this.

MR. ECHOLS: Okay. The meeting is adjourned.

. . . . The meeting adjourned at 3:00 p.m. . . . .

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